
A BILL FOR AN ACT

RELATING TO THE STATE BUDGET.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:

1 SECTION 1. The legislature finds that staff vacancies
2 continue to plague the executive departments in carrying out
3 their individual missions and functions. The department of
4 human resources development is responsible for providing
5 leadership and assistance to state departments to recruit and
6 retain the best and brightest employees necessary to fill
7 critical vacancies. The department of human resources
8 development is currently working with other state departments in
9 identifying solutions to problems in recruitment, which include
10 streamlining the recruitment process; simplifying the class
11 specifications, including minimum qualifications; and developing
12 competitive salary programs. To find solutions for recruitment
13 problems, the department of human resources development is
14 proposing to establish a recruitment modernization program and
15 has identified departments to test and implement solutions to
16 the recruitment problems of the State.



1 The purpose of this Act is to establish a recruitment
2 modernization program within the department of human resources
3 development that will further the purposes of section 78-3.5,
4 Hawaii Revised Statutes, to address recruitment problems faced
5 by the State's executive departments.

6 SECTION 2. There is established within the department of
7 human resources development a recruitment modernization program
8 that shall:

9 (1) Develop and evaluate innovative methods of
10 compensation to be competitive in the current
11 employment market;

12 (2) Identity and modify, as appropriate, position
13 classifications that require updating;

14 (3) Develop innovative methods for recruitment, including
15 the:

16 (A) Opening of intern positions that lead to
17 employment;

18 (B) Customization of the department's recruitment
19 software to expedite hiring; and

20 (C) Updating of the department's job announcement
21 website; and



(4) Train and assist departmental human resources staff in meeting the staffing needs of their departments.

SECTION 3. The department of human resources development shall prepare a report on the recruitment modernization program, which shall include:

(1) Criteria for the evaluation of the program;

(2) Information on any improvement in executive departments' recruitment and hiring rates;

(3) Information on any innovative methods developed, and the results of implementing those methods; and

(4) Other findings and recommendations, including any proposed legislation, to address recruitment needs of state executive departments.

The department shall submit its report to the legislature no later than twenty days prior to the convening of the Regular Session of 2020.

SECTION 4. There is appropriated out of the general revenues of the State of Hawaii the sum of \$ or so much thereof as may be necessary for fiscal year 2019-2020 and the same sum or so much thereof as may be necessary for fiscal year 2020-2021 to establish the recruitment modernization program



1 pursuant to section 2 of this Act and full-time equivalent
2 (FTE) positions to implement the recruitment modernization
3 program.

4 The sums appropriated shall be expended by the department
5 of human resources development for the purposes of this Act.

6 SECTION 5. This Act shall take effect on July 1, 2050.



Report Title:

DHRD; Recruitment Modernization Program; Appropriation

Description:

Establishes in the Department of Human Resources Development a recruitment modernization program to address employee recruitment problems faced by the State's executive departments. Makes an appropriation to establish the program and positions to implement the program. Effective 7/1/2050. (SD1)

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